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## SENATE BILL No. 392

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### DIGEST OF INTRODUCED BILL

**Citations Affected:** IC 20-6.1-7.5.

**Synopsis:** Teacher recruitment incentives. Requires the department of education to establish a teacher signing bonus program to encourage high achieving candidates to teach in Indiana public schools. Provides a \$20,000 bonus paid over at least three years. Specifies that the department may target signing bonuses to attract teachers for those subject matter areas most in need of teachers.

**Effective:** July 1, 2003.

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January 16, 2003, read first time and referred to Committee on Education and Career Development.

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First Regular Session 113th General Assembly (2003)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in **this style type**, and deletions will appear in ~~this style type~~.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or ~~this style type~~ reconciles conflicts between statutes enacted by the 2002 Regular or Special Session of the General Assembly.

## SENATE BILL No. 392

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A BILL FOR AN ACT to amend the Indiana Code concerning education.

*Be it enacted by the General Assembly of the State of Indiana:*

1       SECTION 1. IC 20-6.1-7.5 IS ADDED TO THE INDIANA CODE  
2 AS A **NEW** CHAPTER TO READ AS FOLLOWS [EFFECTIVE  
3 JULY 1, 2003]:

4       **Chapter 7.5. Incoming Teacher Signing Bonus**

5       **Sec. 1.** As used in this chapter, "department" refers to the  
6 department of education established by IC 20-1-1.1-2.

7       **Sec. 2.** The department shall establish an incoming teacher  
8 signing bonus program to encourage high achieving candidates  
9 who would otherwise not consider a career in teaching to enter the  
10 teaching profession and teach in Indiana public schools.

11       **Sec. 3. (a)** Each year, the department shall award signing  
12 bonuses under this chapter to students enrolled in institutions of  
13 higher education whom the department determines are the best  
14 teaching prospects. However, an individual may not receive the  
15 signing bonus until the individual is employed by an Indiana school  
16 corporation.

17       **(b)** The department shall base the award of the signing bonuses



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on objective measures, including the following:

- (1) Test scores.
- (2) Grade point average or class rank.
- (3) Other criteria determined by the department.

(c) The department shall establish a system for receiving from institutions of higher education a limited number of recommendations for outstanding candidates for signing bonuses under this chapter. In selecting signing bonus recipients under this chapter, the department shall consider these recommendations.

Sec. 4. (a) The department may target signing bonuses to attract teachers for those subject matter areas most in need of teachers.

(b) The department shall award signing bonuses only to deserving candidates. The department is not required to provide a set number of signing bonuses.

Sec. 5. The department may award a signing bonus to an individual described in section 3 of this chapter who begins teaching in an Indiana public school. An individual must be employed as a teacher by a public school in order to receive the signing bonus.

Sec. 6. (a) An individual who is awarded a signing bonus under this chapter is entitled to a twenty thousand dollar (\$20,000) bonus paid over at least three (3) years. However, at least eight thousand dollars (\$8,000) of the bonus shall be distributed in the first year the individual teaches in an Indiana public school.

(b) An individual who receives a signing bonus distribution under this chapter must repay a portion of the signing bonus, as determined under rules adopted by the department, if the individual ceases to be a teacher employed by a school corporation during the school year that the individual receives a signing bonus distribution.

Sec. 7. The department shall select and notify signing bonus recipients by April 1 of each year. Eligible recipients shall receive their annual signing bonus payments before October 1 of each year.

Sec. 8. (a) The department shall publicize the existence of the program established by this chapter to encourage the best candidates in the nation to come to Indiana to teach. The publicity for the program must focus on candidates who would otherwise not consider a career in teaching.

(b) As part of the program, the department shall implement an outreach plan to attract underrepresented populations to the teaching profession.

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1       **Sec. 9. The department shall adopt rules under IC 4-22-2 to**  
2       **implement this chapter.**

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